

# Workforce, Education, & Training (WET)

## What is the Mental Health Services Act (MSHA)?

In 2004, voters resoundingly passed the Mental Health Services Act (Proposition 63) to address the dire need to expand existing mental health services. MSHA programs deliver mental health services in community settings, allowing people to stay in their communities and with their families. The MSHA also saves taxpayer money by working toward keeping people out of costly hospitals, jails, and off the streets.

Workforce Education and Training is the third component of the MSHA intended to address identified occupational shortages in addition to education and training needs of the public mental health workforce. The overall mission of WET is to develop and maintain a sufficient workforce capable of providing client and family driven, culturally competent services, that promote wellness, recovery and resiliency, and lead to evidenced-based, value-driven outcomes. There are five separate funding categories under WET, which include: Workforce Staffing Support, Training & Technical Assistance, Mental Health Career Pathway Programs, Residency & Internship Programs, and Financial Incentive Programs.

## California's Statewide Shortages:

- Counties reported these adverse impacts of the work shortage in mental health:
  - 44% report high caseloads
  - 25% report an inability to fill positions when staff leave
  - 22% report an inability to expand programs
  - 22% report a high burn-out rate among staff
- In California, core occupations, (psychiatrists, psychologists, licensed clinical social workers, registered nurses, psychiatric technicians) vacancy rates were approximately 20 – 25% statewide. In rural parts of the state, vacancy rates were much higher.

## WET Funds are Making Proactive Changes in California

- All counties have hired a WET coordinator, the first role of its kind in public mental health, to develop plans & stakeholder processes.
- 45 approved WET plans cover training, career pathways, internships & residency programs, & financial incentives
- Colusa, Calaveras, San Bernardino, and Solano Counties have created an opportunity to fund financial incentive programs & stipend programs
- Career pathway development: counties have expanded certificated programs
- Expanding portable and local opportunities for consumers and family members throughout the mental health system

## WET Programs Fund Financial Incentives Statewide

- California Social Work Education Center provides a stipend for students studying in the public mental health system
  - In 2009-10, **160** Marriage and Family Therapy, clinical psychology, and psychiatric stipends will be available.
  - In 2009-10, **196** Masters of Social Work stipend slots available.
- The Office of Statewide Health Planning & Development—Health Professions Education Foundation offers Statewide Loan Repayment:
  - **\$2.5 million** in MSHA funds used to pay educational loans.
  - In 2008-09, **288** awardees from **44** counties were selected. **71%** of the recipients were bi-cultural and **68%** were bilingual.
- The Physician Assistant program trains people to identify & respond to mental health issues.
  - In 2008-09, a total of **\$500,000** was awarded to **5 PA programs**. This will enable **383** PAs to acquire training.
- The Psychiatric Residency Programs address the shortage of psychiatrists:
  - Expansion of UC Davis Integrated Medicine Psychiatry & Residency Training program. Will train up to **23 residents over the next 3 years**.
  - Both Kern County and UCSF, Fresno are developing Child & Adolescent Psychiatric Fellowships.

**Mental Health Services Act**  
CHANGING LIVES. INVESTING IN COMMUNITIES.

# Mental Health Services Act

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## California Counties are Utilizing WET Funds

### Fresno County

- Providing 8 hour Crisis Intervention Training for over 60 law enforcement officers, with curriculum being built for 24 hour CIT training as well as consumer forums
- Partnership with California State University, Fresno and San Joaquin Valley College on training psychiatric nurse practitioners and Psychiatric Physician Assistants with emphasis on children, adults, and geriatrics psychiatry.

### Los Angeles County

- Master of Social Work (MSW) and Master of Marriage and Family Therapy (MST) stipends
- College Faculty and Mental Health Staff Immersion Programs
- Mental Health Recovery Specialists – training for consumers, family members, and individuals who are interested in working with public mental health

### Placer County

- Expansion of internship program: Increase in MFTI and MSW interns as well as inclusion of BSW, MFT trainees and nursing students. Wellness/recovery focused clinical supervision for interns and leadership Internship opportunities for consumers through our Navigator and Peer Advocate programs

### Calaveras County

- In collaboration with Tuolumne County, created peer support and psychosocial rehabilitation certificates at Columbia College
- In collaboration with Amador, Tuolumne, and El Dorado County, created a rural Master of Social Work program at California State University, Sacramento
- Leveraged federal loan repayment programs to provide reimbursement and incentives for unlicensed and licensed staff.

### Sierra County

- Essential Learning online training for staff while complimentary Community Access Site offers mental health-related course material free to community members.
- Funds Peer Mentor and Parent Partner part-time paid positions.
- Increasing Clinical Supervisor hours to allow hiring additional intern therapist.
- Community Academy facilitated change by bringing knowledge to the entire provider community and creating the platform for building partnerships.

### Ventura County

- Training Institute provides professional development training for those already employed in public mental health settings.
- Mental Health Certificate Program – a college-credit certificate program developed with the local community college is involved in junior high/high school outreach so the program will then attract more bilingual/bicultural students to public mental health.
- Training for consumers: employment training for consumers has enabled them to infuse consumer involvement throughout the organization and also at their two Wellness Centers.

### Mono County

- Offers three stipends to offset student loan debt for licensed and license-eligible staff, providing staff an incentive for staff to stay in the county.
- Additional support for two consumer paraprofessional staff.
- One consumer paraprofessional enrolled in the MHSAsponsored rural MSW program

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